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ACHIEVEMENTS AND SHORTCOMINGS IN THE TRAINING OF USSR TRADE UNION PERSONNEL

Trade union colleges in Moscow and Leningrad, training personnel for the All-Union Central Council of Trade Unions and for trade union central committees have graduated, in 1950, hundreds of trade unionists specializing in such subjects as labor economics, mass education, and library work. Personnel are trained for union republic trade union organizations in schools in Khar'kov, Minsk, Tashkent, and Sverdlovsk. To train supervisory workers of central and oblast committees of trade unions, a permanent system of 3-months' courses of the All-Union Central Council of Trade Unions has been set up in a number of cities; this year 2,000 persons will be trained in such courses. To increase the ideological and theoretical knowledge of supervisory workers and assist them in the study of trade union organization, advanced courses 10 months long have been organized under the All-Union Central Council of Trade Unions for chairmen and secretaries of trade union central committees and councils and for workers of the All-Union Central Council of Trade Unions. Correspondence courses for trade union personnel have been organized at the Moscow College of the Trade Union Movement. There are seminars for t trade union organizers under factory and local trade union committees. In 1949, about 1.5 million persons were taught in such seminars.

Despite these achievements, there are still serious defects in work with personnel. Many trade union committees are continuing to select and place personnel without a thorough study of their political and job qualifications, and do not supervise their personnel enough on the job.

As a result of weak supervision of personnel work by the presidium of the Central Committee of the Trade Union of Coal Industry Workers, there are people in supervisory positions in organizations of this trade union who have insufficient general and specialized education, who do not have the necessary experience in trade union work, and who know little about the coal industry. For example, in the Stalino Oblast Trade Union Committee, most officials have no higher education of secondary technical education. Among the technical inspectors of the trade union's central committee, more than a third do not have the proper technical education and are not well acquainted with working conditions in the mines. Particularly unsatisfactory here is the selection of directors of the trade union's

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cultural and educational institutions. Of 123 directors of clubs and halls of culture, 60 have only grammar school education and many have no experience in mass-education work. The trade union's central committee does not find able and growing people, does not study them on the job, and rarely checks on the state of personnel training and selection in republic, kray, oblast, and rayon trade committees.

There are similar shortcomings in per onnel work in the Central Committees of the Lumbering and Logging Workers' Trade Unions and of the Leather and Shoe Industry Workers' Trade Unions, and in the Estonian Council of Trade Unions.

Training of trade unions personnel is still not broad enough or on a high enough plane. There is still primitive organization and oversimplification. The Schools and Courses Division of the All-Union Central Council of Trade Unions has not prepared all the necessary programs and texts.

Not all courses and seminars have properly trained supervisors and teachers. A careless attitude toward the selection of teachers and toward the organization of teaching has sometimes resulted in the courses' being turned into a source of income for peopl: who will give lectures at any time and on any subject without giving any thought to quality.

We cannot tolerate there being people in central and oblast trade union committees who are poorly trained, retarded in their growth, who lack principles and ideological vigor, and who permit errors in their work and persist in those errors. Frequently we still have an indulgent attitude toward nonadherence to state regulations, to manifestations of localism, and toward misuse of official positions. Trade unions must raise the requirements for personnel, putting educated and well trained persons in supervisory positions.

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